

THERMORY®

Thermory Group 2023 sustainability report



Photo: Krõõt Tarkmeel

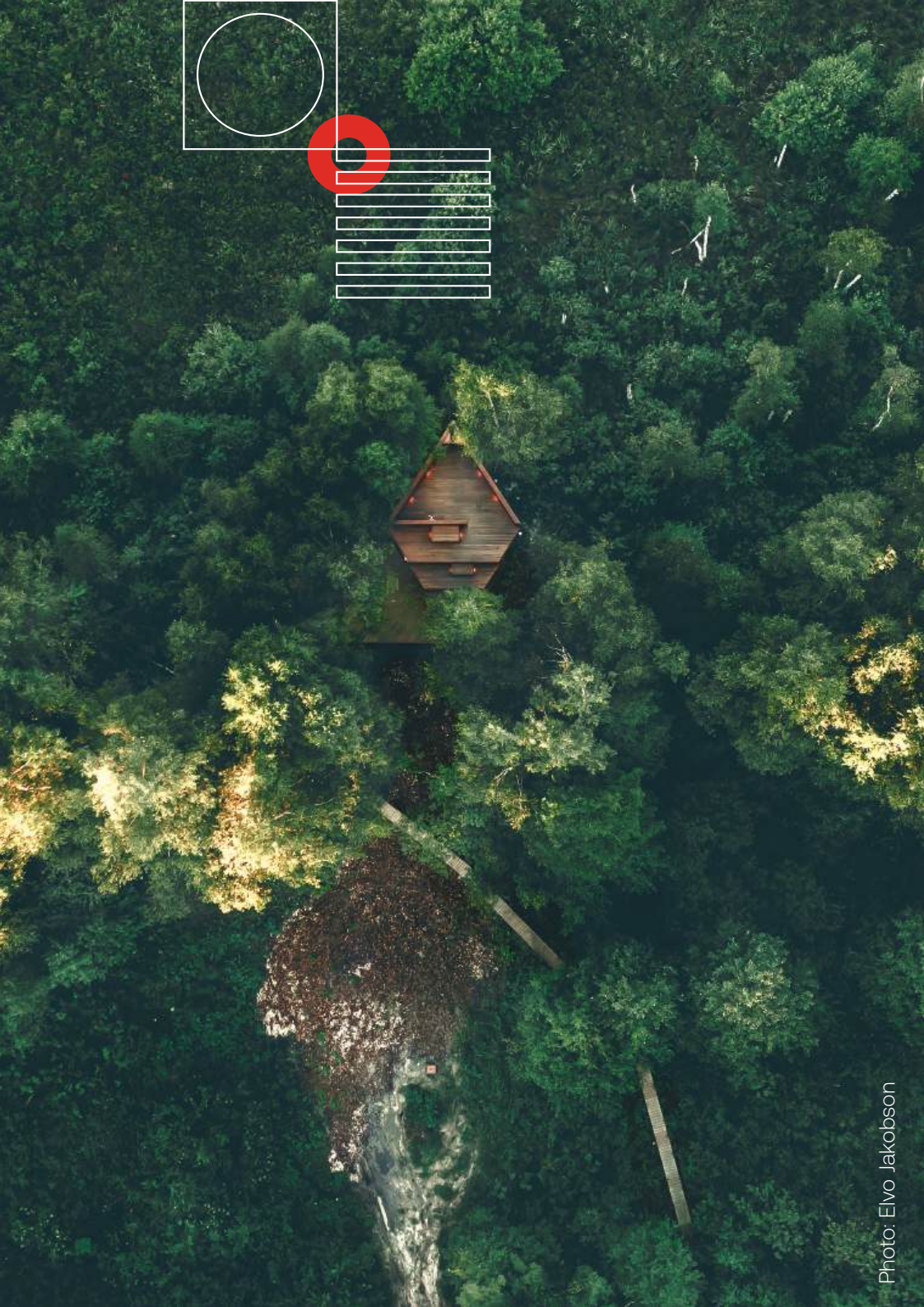


Photo: Elvo Jakobson

Contents

1. Building a culture of sustainability	3
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2. Our guiding principles	4
<ul style="list-style-type: none">• A company with a bigger purpose• Firmly on the right track• Our key results• Verified quality• Looking into the future	

3. Thermory Group brands and structure	6
<ul style="list-style-type: none">• A truly global company	

4. Our values and purpose	8
<ul style="list-style-type: none">• A company culture that brings like-minded people together	

5. Our sustainability journey	10
<ul style="list-style-type: none">• Our priorities• An overview of Thermory Group's value chain• Our production value chain• The importance of scope 3: defining our true carbon footprint• Wood's CO2 emissions are lower	

6. Our main impact areas – ESG activities and milestones	16
<ul style="list-style-type: none">• Environment• Social responsibility• Governance	

7. Summary	36
<ul style="list-style-type: none">• Results 2022 vs 2023	

1. Building a culture of sustainability



Simmo Soomets,
Thermory Group CEO

If someone asked you to define sustainability, what would you answer? An effort to minimize environmental impact, perhaps? Things like responsible resource management, waste reduction, and lowering carbon emissions are often the first that come to mind – aren't they? And rightly so, they are all important. **But I believe sustainability is first and foremost a shift in mentality – a responsibility we need to take for our environment and future generations, for and with our employees and our communities.**

At the core of this mentality is a constant drive to ask ourselves: can we do better, and how? Not just in terms of profitability, but in every aspect that affects our well-being and the environment. It's about asking the right questions and then acting on them. It may sound simple, but there will always be challenges beyond our control – global issues that disrupt our plans and demand tough decisions. **However, sustainability cannot be just a one-time plan, nor should these challenges interfere in this way of thinking. On the contrary, it's a core value – a fundamental part of our DNA, guiding every decision we make to create a better tomorrow.**

And of course, change doesn't happen overnight, but today's progress is the result of decisions we made yesterday. With this report, we want to shed light on Thermory's “yesterday's decisions” and their visible and measurable impact. We know we haven't reached our final destination – especially as a manufacturing company, our sustainability journey is ongoing, with countless opportunities for improvement. **But together – as a team – we've taken some significant steps in the right direction, creating a culture of sustainability.**

”

I hope that by sharing our sustainability journey and the actions we've taken, we can inspire others on their own path and, together, help create an even broader culture of sustainability.

2. Our guiding principles

A company with a bigger purpose

The **challenge** for our generation is to significantly improve our surrounding environment. Decades of increasingly rapid and unsustainable urban growth have led to polluted cities and neighborhoods where the overuse of synthetic, carbon-intense materials and short-sighted building practices have created an environment where people don't feel safe and secure. In response, we are increasingly exposed to calls for change coming from all angles.

At Thermory, we believe in the power of nature and the beauty of real wood. Wood is a natural, versatile and renewable construction material with a minimal carbon footprint, making it an ideal **solution** for the future.


Wood has been our primary building material for many generations; now, it's time for us to rediscover its potential. By embracing such authentic, smart, sustainable solutions, we can create environments where we all yearn to live and feel more connected to nature.

We are on a constant journey to build a company based on strong values; a company that unites like-minded individuals and business partners alike behind a single mission – to leave a lasting positive impact on the environment where we live.

Our **purpose** is to provide forward-thinking creators of living environments – from architects, designers and homeowners to builders, developers and city planners – with the inspiration and tools they need to accomplish their goals.

As a pioneer in thermally modified wood, we offer a wide variety of wood species and high-performing design products for exterior, interior and wellness applications.

In short, we make wood products that last much longer and can be used in diverse climates and conditions, reducing the carbon footprint of buildings and creating awe-inspiring, human-centric designs that last for generations.



By embracing authentic, smart, sustainable solutions, we can create environments where we all yearn to live and feel more connected to nature.

Firmly on the right track

In this 2023 sustainability report, we provide an overview of the priorities, targets, results and recent initiatives among the companies that form Thermory Group.

We've been actively working to reduce our carbon footprint for several years now, and in **2023 we recorded an overall reduction of minus 12%** in our total scope 1 and 2 CO2 footprint against the benchmark year of 2021.

A number of positive actions, leading to concrete outcomes, have already been implemented by our engaged employees since 2021.

We have shared many of these in the following sections of this report. And while we know that this journey is far from over, and we're currently only just at the beginning, we're proud of our achievements so far.

Our focus on sustainable energy, smart operations, circular design and waste reduction, as well as on personal safety, well-being and development, lay a clear framework for our future actions.

We're eager to embrace new challenges as they arise, working closely alongside our suppliers, customers, partners and employees to reduce emissions across the value chain and leave a lasting positive impact on our environment.

Photo: Lauren Bamford

Our key results



A culture of continuous improvement:

1124

improvement proposals were submitted between 2022 and 2023, of which 764 (68%) were implemented

Focus on customer satisfaction:

73%

Net Promoter Score (NPS)

Reduction in CO2 emissions (scopes 1 and 2):

-12%

(9066 tonnes in 2023 vs 10291 tonnes in 2021)

Verified quality



Looking into the future

1. Energy efficiency improvements
2. 100% green electricity across all locations
3. From 100% green electricity to 100% renewable energy (electricity, heating, machinery)
4. Continuous monitoring of CO2 emissions

3. Thermory Group brands and structure

A truly global company

Thermory Group brands



Sustainable and durable wood products: thermally modified natural and painted cladding, decking and flooring, sauna materials and products.

thermory.com



Customized range of easy-to-install designer saunas, handcrafted from high-quality wood.

auroomwellness.com



Modern Nordic exterior and interior solutions: interior and exterior cladding, painted cladding, fire retardant cladding and wall paneling.

siparila.com/en



Modular, eco-friendly and energy-efficient CLT panel house production.

vmstimmer.com



1997

Thermory was founded

680+

Thermory Group employees

12

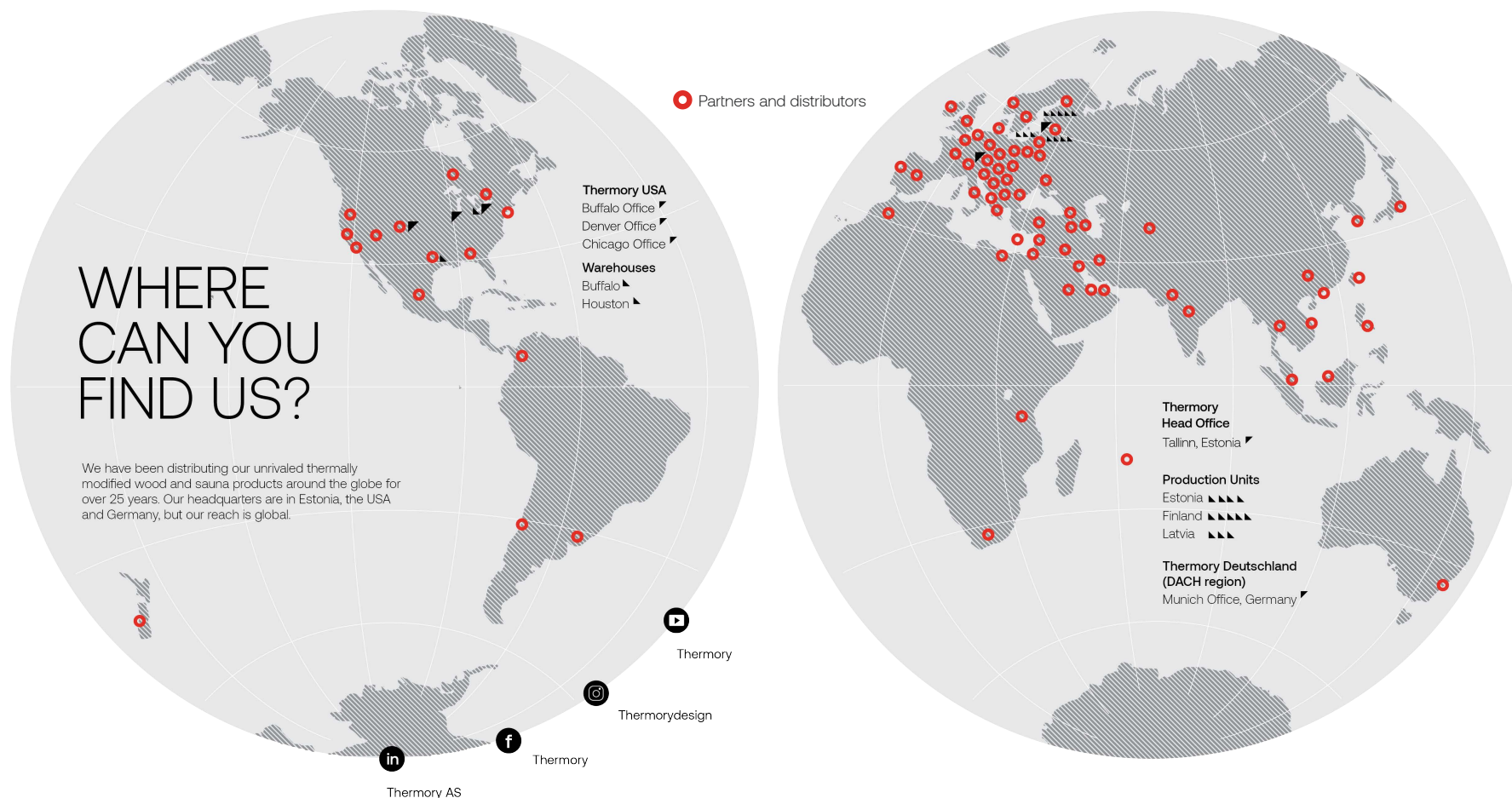
production units (10 factories and 2 sawmills)

60+

export countries worldwide

Thermory Group

Thermory Group comprises several legal entities as well as 4 brands, 12 manufacturing units and a global sales network spanning 60+ markets. In total, we employ around 700 people in Estonia, Finland, Latvia, Germany and the USA.



We sell our products in 60+ countries

4. Our values and purpose

A company culture that brings like-minded people together

A large part of Thermory's success and positive development to date can be attributed to the way we unite like-minded people through a sense of shared values and purpose.

While this results in a strong company culture internally, we believe that it also impacts how our customers and partners perceive and interact with us.

Having a clearly established and genuinely mutual set of values makes it easier for us to take the daily decisions that deliver long-term results while also staying focused on the future impacts of our actions.

Our mission is **to leave a lasting positive impact!**



Our nature is defined by our values

○ **FORWARD THINKING**

We look ahead into the future, anticipate changes, and challenge conventions.

○ **BETTER ENVIRONMENT**

We believe in the beauty of real wood, strive to lessen our footprint, and promote sustainable living.

○ **SMART SOLUTIONS**

We create advanced, innovative products that inspire confidence and exceed expectations.

○ **HUMAN CONNECTION**

We are bold, confident, honest, and genuine in our interaction with customers and our people.

5. Our sustainability journey

Our priorities

Thermory's environmental policy is underpinned by four key principles:

Photo: Günther Küttis





Green Tiger – an example of how we walk our talk

Thermory began taking a more systematic approach to our sustainability work in 2021, when we co-founded a pan-industry initiative called Rohetiiger (Green Tiger) that unites Estonia’s sustainability forerunners across the private, public and non-profit sectors.

Rohetiiger promotes environmental awareness and a more balanced economy through educational programs and actions that aim to change the behavior of individuals, companies and policymakers.

Our team participated in a 9-month academy consisting of numerous workshops and development sprints held at universities and development labs.

Through this process we started evaluating our CO2 footprint across all factories and offices, setting strategic directions. We now have a concrete track record spanning three years.

This gives us a granular view of our performance, trends and further opportunities to reduce our emissions while driving change on a local level by giving our teams visibility over their performance and accountability.

As part of our work with Rohetiiger, Thermory seeks to inspire our people and others all over the world through actions that protect nature, save resources and reduce waste, including supporting reuse and recycling.



Photo: Rohetiiger

An overview of Thermory Group's value chain

Photo: Krööt Tarkmeel

Responsible sourcing

Our value chain is global, and complex – it all starts with sourcing raw materials of the highest possible quality from certified sawmills that demonstrate forestry and business practices that are valued by Thermory and our customers.

Thermory's timber is mainly sourced from northern Europe, but depending on the wood species we also engage with suppliers in central Europe, Ukraine, USA and other countries. We additionally own several sawmills in our domestic markets in order to ensure a steady supply of quality sawn timber.

Efficient processes

Our sustainability initiatives are mainly focused around our own operations, including 12 manufacturing units where we produce materials for our exterior, interior and wellness market segments and for our ready-made saunas and small modular houses.

Over the years, we've been on a journey of automating and digitalizing our production, gaining ISO certification and implementing Lean manufacturing processes across our network as we upgrade our factories to modern, high-end facilities.

Supportive partnerships

Further downstream, we work with a global network of importers and stock-holding distributors who represent Thermory's brands in their local markets.

For decades, building trustful, long-term partnerships with our suppliers, resellers and other collaborators has been a priority for Thermory. We have strong values and set ambitious standards for ourselves, and we choose partners who respect our values and uphold these standards.

Performance assessment

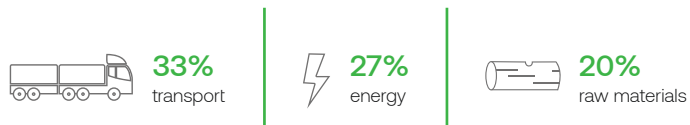
Measuring and analyzing our sustainability performance against a range of recognized KPIs – and building on these insights to constantly improve our impacts – is in our DNA.

The largest contributors to our carbon footprint, and the main sources of greenhouse gas emissions in our operations, are transport (33%), energy (27%) and raw materials (20%), accounting for around 80% of our total footprint.

Our production value chain



The largest contributors to our carbon footprint (scopes 1, 2 and 3)



The importance of scope 3: defining our true carbon footprint

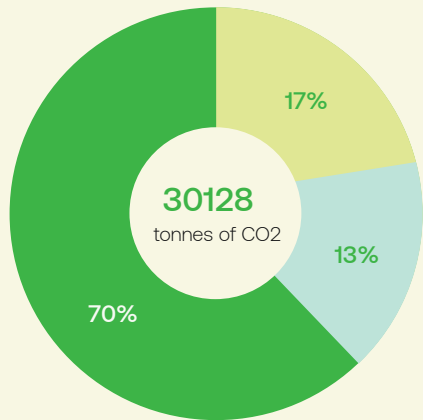
It's important for organizations to be aware of their CO2 emissions across all scopes (1, 2 and 3) as this provides a complete picture of their total carbon footprint. While it's becoming more common for companies to engage with scope 3, it remains relatively rare across the broader corporate landscape due

to the complexity, resource intensity, and lack of consistent data. By addressing scope 3, companies can identify emissions "hotspots" across their supply chains; that's why Thermory has evaluated its CO2 emissions in all scopes from 2021.

Our own operations account for about 30% of our GHG emissions, mostly related to the usage of non-renewable energy sources. Thermory's GHG emissions mainly arise from scope 3 (70%).

It's crucial to look beyond our own operations to truly make a difference. **By setting high standards for our suppliers and other partners across various areas, we can influence and inspire** them to adopt more sustainable practices, driving meaningful change across the entire value chain.

Thermory's carbon footprint in 2023



- Scope 1 17%** 5216 tonnes of CO2 → covers direct emissions from owned operations
- Scope 2 13%** 3850 tonnes of CO2 → includes emissions from purchased energy
- Scope 3 70%** 21062 tonnes of CO2 → encompasses indirect emissions across the entire value chain, such as those from suppliers, transportation, and product use

Wood's CO2 emissions are lower

Trees absorb CO2 as they grow, and this carbon remains stored in the wood throughout its use. Thermory has assessed the life cycle of its products and has Environmental Product Declarations (EPD) for both natural and thermally modified wood. Thermally modified wood binds four times more CO2 than is released during its production, helping to reduce the construction sector's climate impact when used as a substitute for high-CO2 materials like concrete and steel.

Thermally modified wood binds **four times more CO2** than is released during its production.



6. Our main impact areas – ESG activities and milestones

The Environmental, Social and Governance (ESG) framework that follows, highlighting three different impact areas within each of the three categories, has formed the basis of Thermory's sustainability strategy.

The following framework gives a more detailed description of some of the most important **initiatives and milestones we've delivered in 2021-2023.**

real-world impacts, as we seek to shine a light for other organizations, our employees and anyone seeking inspiration to improve their own sustainability performance.

We're proud to share the practical steps we've taken and their





“People and organizations need to move beyond words and adopt practical measures to reduce their ecological footprints.

Small steps can lead to outstanding outcomes. In other words, we must not underestimate or neglect those little things we can do each day, as they can make a surprisingly powerful impact.

The journey we’re on is a long one, and we’ll no doubt learn and better ourselves the whole time we’re on it. The main thing is to keep forging ahead. And it’s not just our operational systems that need to change – it’s our mentality; we need to educate our people.

Companies like Thermory have a crucial responsibility as role models, acting as pioneers and setting an example for their employees and for society as a whole.”



Maria Karus,
Thermory Group
Environmental Manager

We align with the UN's Sustainable Development Goals (SDGs), mainly contributing to the following:



Photo: Studio De Materia



ENVIRONMENT

Energy Usage

Transitioning to renewable energy, reducing carbon emissions

Smart Manufacturing

Preventing waste generation, promoting recycling, efficient water usage, standardizing and automating processes

Circular Economy and Value Chain

Procuring certified timber, maximizing raw material utilization, utilizing by-products

Energy usage

We have invested in new thermo-kilns that are 40% more energy efficient

Thermal modification is our core business, so we have made important investments over the years to improve our production facilities for thermally modified wood.

In 2021, we installed new thermo-kilns at our Loo production unit, achieving a 40% energy reduction compared with our previous generation of kilns. All kilns are placed indoors, ensuring no energy goes to waste, as the residual heat from the kilns is used to heat the facility.

Our energy KPIs:
Thermory Group, 2023 vs 2022

- Electricity consumption:
15% reduction
- Heating energy consumption:
21% reduction
- Water consumption per m³ of product:
25% reduction

We use our production residue to generate energy

Using production residue as an energy source is a great way to reduce waste. Our **Loo** and **Reola (Estonia)** production units have wood chip boilers that use our own residues to heat the production premises. At **Sipirila (Finland)**, the sawdust produced as a by-product of our manufacturing processes is delivered to energy companies or baled for agricultural use in Finland, and the remaining wood waste is chipped and used as an energy source for the company. Meanwhile, **VMS Timber (Latvia)** uses its residues to produce sawdust and briquettes for sale to energy producers.

We are working on a roadmap for energy and CO2 reduction

Our goal: 100% renewable energy sources by **2030**



2021

We transitioned to **certified green electricity** across our Estonian production units.

2022

We installed 500 m² of solar panels on the roof of Thermory's Loo factory, producing 100 kWh of energy per day. At their most efficient, they cover almost 7.5% of the factory's total electricity consumption.

2023

We replaced our previous natural gas heating system with an LPG system.

Smart approaches in every aspect

We're transitioning our processes to new enterprise resource planning (ERP) systems.

Digitalizing our production, including all work orders and feedback information, is a major objective for Thermory. We began this process at our Auroom subsidiary, and this implementation has now been completed successfully.

This means that at Auroom, all required data is automatically transferred between departments, work is carried out on tablets, production is paperless and material optimization is automated.

In 2023, we began expanding this process to other Estonian units, conducting comprehensive workshops to analyze the needs of each process area in detail and aligning them with the capabilities of our new ERP software.



Promotion of waste recycling

ringo

In 2023, Thermory also took an important step in our sustainability journey by becoming one of the first big companies to join the Ringo system, doing away with single-use catering waste in all of our Estonian units.

In real terms, this eliminates a surprising amount of waste each year compared with our previous usage:

Loo unit: **650 kg** Reola unit: **826 kg** Kastre unit: **288 kg**

Overall reduction in waste volumes 2022 vs 2023:

1280 tonnes

2022 (43% mixed municipal waste)

618 tonnes

2023 (39% mixed municipal waste)

*This includes all waste except wood waste; all recyclable materials are processed and sent for recycling.





We're taking a smart approach to efficiency, effectiveness and waste elimination

In autumn 2021, we began implementing Lean practices at our Estonian production units with the aim of improving our efficiency and cost consciousness. We have trained all employees in sustainability and implemented the 6S (Sort, Set in order, Shine, Standardize, Sustain and Safety) workplace organization method across all production units. All areas are now standardized, and regular audits are conducted to maintain the achieved order.

Our ultimate goal is to implement Lean practices across all Thermory Group production units, and in 2023 we continued this process by introducing them at our Latvian subsidiary VMS Timber, focusing on our sawmill and our production of saunas and modular houses. However, given the scale of this implementation it is an ongoing journey, and there is always room for further improvement.

6S





Our wood comes from sustainably managed forests

Because we value wood and care about forests, Thermory demands high standards for quality, durability and environmental performance from our wood suppliers.

We buy lumber that meets the strictest criteria, backed by decades of cooperation with top forestry companies supplying high-end wood species, ultimately resulting in superior-quality products.

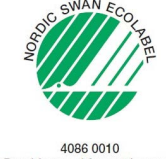
98% of the softwood Thermory buys comes from forests certified by the Forest Stewardship Council® (FSC) or the Programme for the Endorsement of Forest Certification (PEFC). Offering products with the **Nordic Swan Ecolabel**, **PEFC and FSC certificates** helps us to purposefully monitor and mitigate our environmental impacts, ensure traceability throughout our supply chain and demonstrate that our raw materials originate from responsibly managed forests.

Our product range includes seven types of wood from around the world: ash, oak, pine, spruce, radiata pine, alder, and aspen. Thermory does not contribute to the clear-cutting of endangered tropical rainforests. Instead, we use a chemical-free thermal modification process on responsibly sourced wood species, making them significantly more durable and dimensionally stable, while achieving the beautiful tones often associated with tropical woods.



98%

of our softwood comes from FSC®/PEFC certified forests



We maximize our raw material use

Working in collaboration with experienced designers, Thermory is dedicated to implementing circular economy principles to lower the environmental impacts of our products.

Our goal is to use our material at its fullest potential. For instance, in 2023 VMS Timber launched a new efficient sawing line that reduces wastage. In 2020 we launched a new fully automated planing line in Reola factory with automatic humidity sensors, x-rays, cameras and AI making optimized decisions for cutting the material.

We also create products from offcuts and shorter lengths that would otherwise become production waste – for example our Shingles thermo-ash cladding, Herringbone modular thermo-ash decking and Decor Rhomb thermo-ash tiles. We also press leftover wood into glulam and use production residue to generate energy as described above.

In addition, our end-matching solution helps to minimize waste, and we talk boldly about using shorter boards in architectural projects while actually using them in the design of our own ready-made products, such as sauna benches, doors and windows.



Decor Rhomb thermo-ash tiles



Herringbone modular thermo-ash decking



Shingles thermo-ash cladding



Our end-match solution



SOCIAL

Safe Working Environment

Providing employees with a safe and healthy workplace

Inclusion, Growth, and Development

Investing in employee development, inclusivity, and motivation

Equal Treatment and Human Connection

Treating all employees equally, maintaining honesty and transparency in communication with employees, clients, and partners



Work environment safety

We are committed to workplace safety

Thermory's main asset is our people. With approximately 700 employees across 12 production units, our primary goal is for everyone to return home safely to their families at the end of their workday. We strive for zero accidents any time, anywhere.

We hold regular in-house safety audits and work environment council roundtables

These sessions are held at least once monthly in every department. Each Thermory production unit also has its own environment commissioners – employee representatives whose task is to help identify bottlenecks and uncover opportunities to improve the occupational health and safety in our work environment.

Safety Cross

We have similar systems for safety tracking across all production units. At the end of each workday, department managers report on the day, noting whether it was incident-free and recording any dangerous situations or workplace accidents. Because our goal is zero workplace accidents, even potentially dangerous situations are recorded. In this way, we're able to prevent accidents by making immediate changes to our practices and correcting potential deficiencies in the safety of our production units. We already use specially designed programs and apps for this in our Estonian and Finnish units, and plan to move from manual tracking to the Safety Cross app in Latvia.

Longest period without LTA* accidents

1632 days

Rannu Sawmill

Occupational accidents



*Lost Time Accident refers to any workplace accident that results in an employee being unable to work for a certain period.

Inclusion, growth and development

We're driving change through our improvement suggestions system

In February 2022, we began implementing a culture of encouraging suggestions for improvement in our Estonian units, which account for around 75% of our workforce. All employees and guests can contribute to improving our operations by suggesting and submitting ideas through a QR-based system.

Every four months, we select the top six suggestions and give recognition to the people who proposed them.

While improvement suggestions are already encouraged everywhere, we plan to implement the same QR-based system across all our locations.

We conduct yearly all-employee surveys

In our feedback surveys, we ask Thermory Group employees about different aspects of their work, from leadership and management to trust and mental health. The surveys give everyone the chance to evaluate these topics and comment on them anonymously. We began this process more systematically in 2021, and based on the survey results our overall employee satisfaction has consistently reached 85% since then.

We have built a large and loyal customer base across more than 60 countries worldwide.

In 2023, we conducted a customer satisfaction survey, which revealed an impressive Net Promoter Score (NPS) of 73%, highlighting the strong support and satisfaction of our global clients.

Inclusion in decisions

Satisfied employees

Customer satisfaction

1124

improvement suggestions from employees

68%

suggestions implemented by the end of 2023

13.1%

2022

Low voluntary employee turnover*

*Data from Estonian units only

8.1%

2023

85%

high employee satisfaction

73%

high Net Promoter Score

We offer motivational health packages for our employees

We believe in fostering a healthy and fun work culture, regularly organizing team events and summer trips for our staff. One of our favorite traditions is the annual Health Month, featuring group-wide stepping and cycling challenges where Thermory employees from all countries can join in. Healthy competition at its best!

We also understand that safety and healthy habits must extend beyond the workplace. That's why our employees can choose from various benefits to support their health and personal needs outside of work including health insurance, sport support and pension fund supplements. This system is currently in place for 85% of the Group, with the goal of reaching 100% in the near future.



Equal treatment and human connection



Our Speak Up policy and channels encourage employees to share their concerns

This policy aims to provide a channel for employees, business partners, and other stakeholders to raise concerns related to Thermory's policies or breaches of applicable legislation, including the EU Whistleblower Directive. We have implemented a group-wide Speak Up channel across all units, empowering staff to voice their concerns while ensuring confidentiality.

We encourage continuous feedback and open dialogue

Thermory operates several mechanisms for collecting feedback and suggestions internally. In addition to our improvement suggestions system, we have several other ways to gather feedback and identify opportunities for enhancing our business, operations, and overall well-being at various levels. For example, we hold daily meetings at our factories (in every department) to review workflow, efficiency, and results. At least once a year, we conduct more in-depth one-on-one feedback and performance discussions, fostering open communication between managers and employees to encourage honest, two-way dialogue.

We respect diversity and gender equality

In 2023, the overall gender balance at Thermory was 69% male and 31% female, and 3 of our 7 management team members are women. These are positive statistics in the context of the wood industry. In addition to gender diversity, our workforce also includes individuals from different cultural backgrounds and we are committed to creating an inclusive environment where everyone is valued and treated equally, regardless of nationality or ethnicity.



GOVERNANCE

Responsible Leadership

Implementing transparent and ethical management principles

Certification

Adhering to ISO certifications for environmental and quality management, timber certifications, product laboratory tests, and declarations

Contribution to Society

Engaging in collaboration with research institutions, actively participating in representative organizations

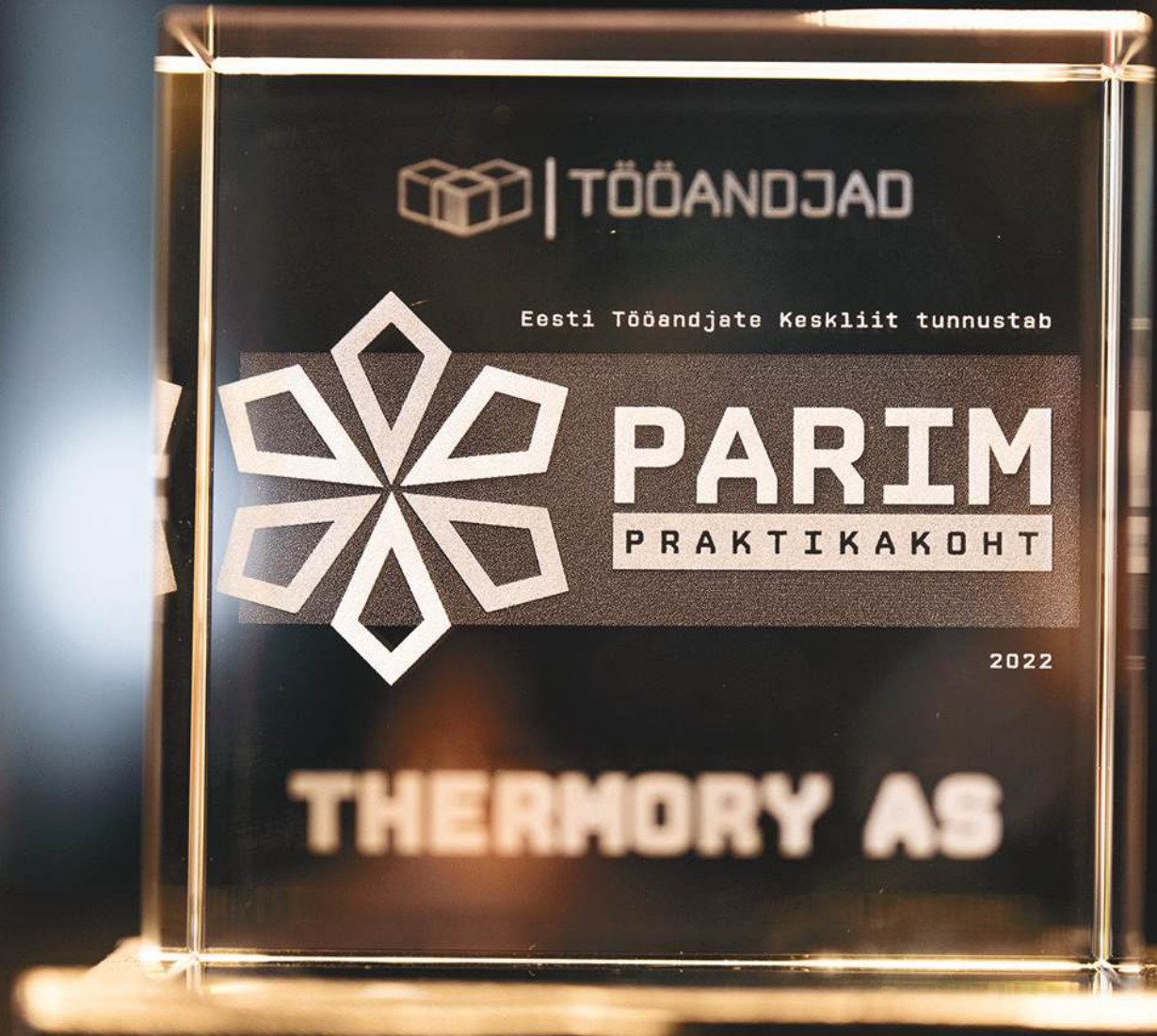


Photo: Raigo Pajula

Responsible leadership



We are structuring our company for improved environmental performance

In our ongoing sustainability journey, Thermory is in the process of automating and digitalizing our production, implementing ISO certification and Lean manufacturing programs across our network and upgrading our factories into high-end modern facilities. We have established a code of business ethics, with all our key principles supporting the UN's Sustainable Development Goals, the ESG framework and common sustainability objectives, and gained certification by implementing the principles of ISO 14001, ISO 9001 and ISO 45001.

To accomplish these achievements, Thermory has grown its operations. Over the past few years for example, some departments have been newly created within the business and others, such as IT and R&D, have been significantly expanded and professionalized, with new job roles including Environmental Manager and Lean Specialist. Behind these changes are not only business decisions, but also responsible leadership choices based on our commitment to prioritize certain key areas.



Certification

Thermory is an ISO-certified company

Our production units in Reola, Loo and Kastre, as well as our head office in Tallinn, have achieved **ISO 9001:2015**, **ISO 14001:2015** and **ISO 45001:2018** certification.



Occupational Health and Safety Management System standard: ISO 45001:2018

Ensuring, continuously improving and actively engaging in occupational health and safety across the company.

Quality Management System standard: ISO 9001:2015

Mapping out all processes and responsibilities in writing in order to make the company's operations more efficient by avoiding confusion and ensuring that everyone knows who is responsible for each task.

Environmental Management System standard: ISO 14001:2015

Ensuring that the company complies with environmental legislation, assesses the current situation and improves its processes to reduce the negative environmental impact of its activities. Additionally, increasing employees' awareness of issues such as waste sorting.

Thermory certifies:

The Declaration of Performance gives information about product quality. With the CE label, manufacturers give assurance that a product corresponds to EN 14915 standards.

The Environmental Product Declaration (EPD) is a document that provides transparent information about the environmental impact of any product or material during its lifetime.

Our products' durability has been tested by CATAS. Thermory's intensely thermally modified products have been tested by CATAS, which has confirmed the durability classes of our thermally modified ash, spruce, pine and radiata pine.



Contribution to society



We collaborate for a positive impact

Thermory is a founding member and Advisory Board member of the Rohetiiger sustainability initiative and a member of EMPL (The Estonian Forest and Wood Industries Association). We also collaborate closely with universities and active members of society on projects to implement sustainable action and improve our environmental performance.

1. Rohetiiger
2. Universities and students
3. TAB – Tallinn Architecture Biennale
4. Rebuild Ukraine

Leaving a positive, lasting impact isn't just about big projects and global initiatives. Supporting and strengthening the local communities around our production units and beyond is equally important to us.

5. Loo kindergarten
6. Tartu car-free street furniture
7. Sauna for Ukrainian soldiers (Auroom)
8. Internships for students

1.

Thermory is a founding member and academy graduate of the **Green Tiger** initiative, which unites Estonian's sustainability forerunners across the private, public, and non-profit sectors.



2.

Design begins with sustainable thinking, and we enthusiastically welcome **students** from various disciplines to our production units for study purposes. We also supervise and participate in study programs to further enhance collaboration, supporting their fresh ideas with our years of expertise.



3. Supporting specialists like architects and designers is important to us, which is why we sponsor key events such as the **Tallinn Architecture Biennale** – the leading architectural festival in the Baltics. Additionally, we've established the Thermory Design Awards to recognize and thank our brand ambassadors for creating projects that leave a lasting positive impact.



4. “**Rebuild Ukraine**” was a joint project of EKA (Estonian Academy of Arts) and Garage 48, where concepts were developed for rebuilding public spaces in Ukraine with wooden designs. Thermory was both a sponsor and jury for the contest.



5. We have donated materials and helped building various new additions for **playgrounds at local kindergartens** in Harju and Tartu counties.



6. We provided materials to create **wooden seating areas** for Tartus' car-free street.



Photo: tartukorradab.ee

8. We constantly offer **internships for students**. In 2023, we were recognized with the best internship award by the Estonian Employers' Confederation.



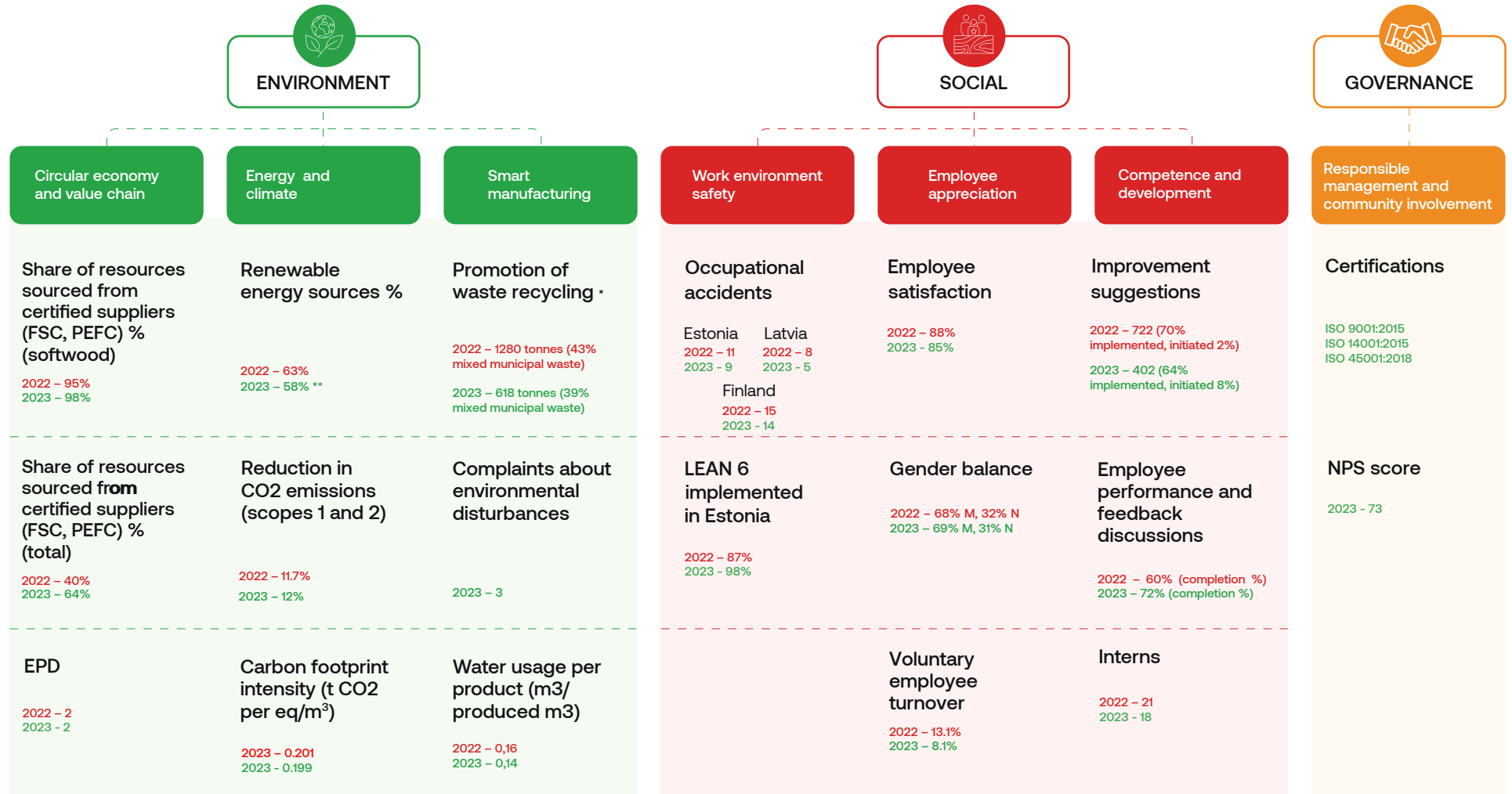
7. Auroom, in cooperation with other Estonian sauna producers, built a **mobile sauna and washing facilities for Ukrainian soldiers** on the front line.



Photo: Auroom

7. Summary

Results 2022 vs 2023



* Not including wood waste which is used for energy purposes

** Our overall electricity consumption decreased in 2023 by 15% influencing the proportion